

Northeast & Caribbean Implementation Center

“New-Hampshirizing” Implementation Research

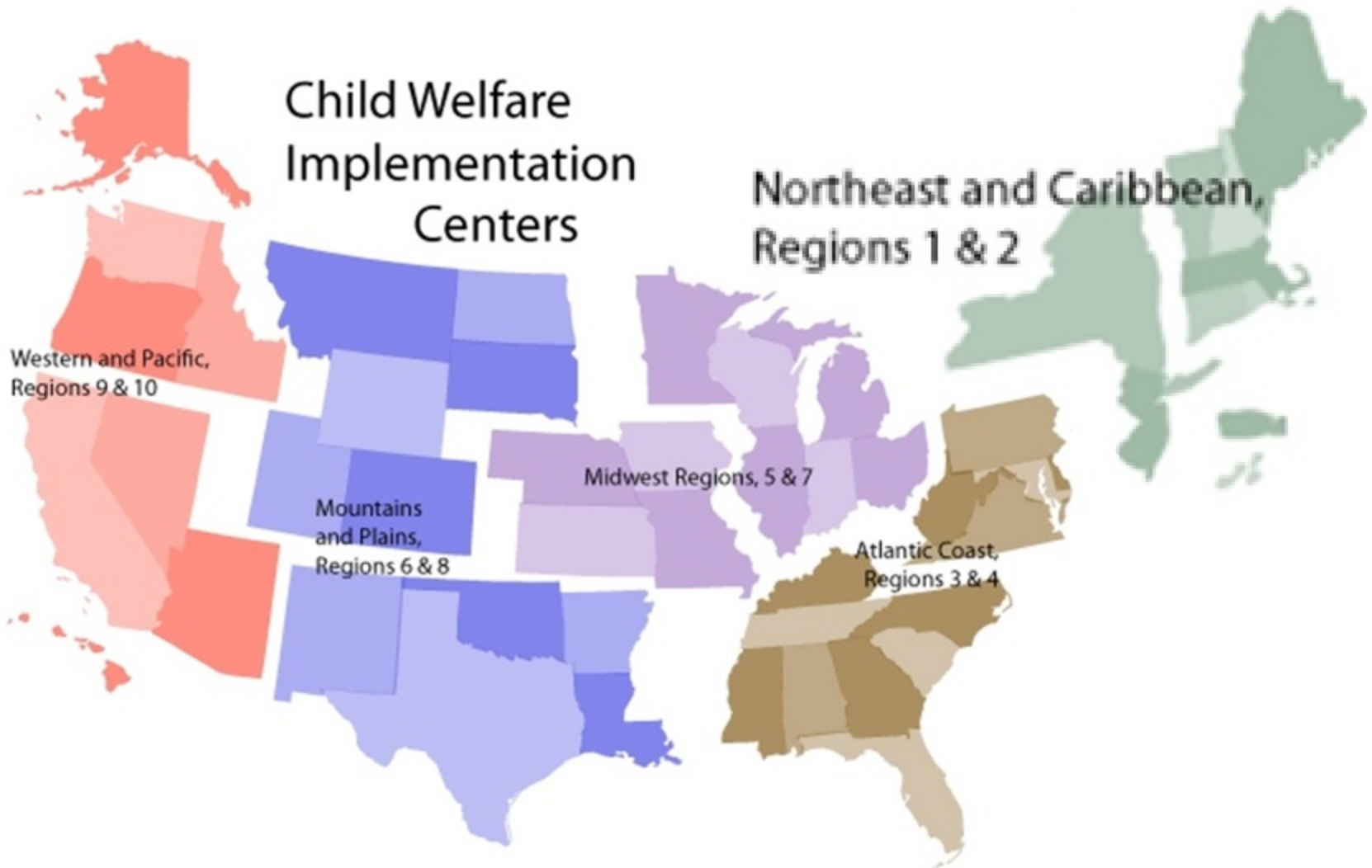
Making It Work for Your System

September 2013

Introduction

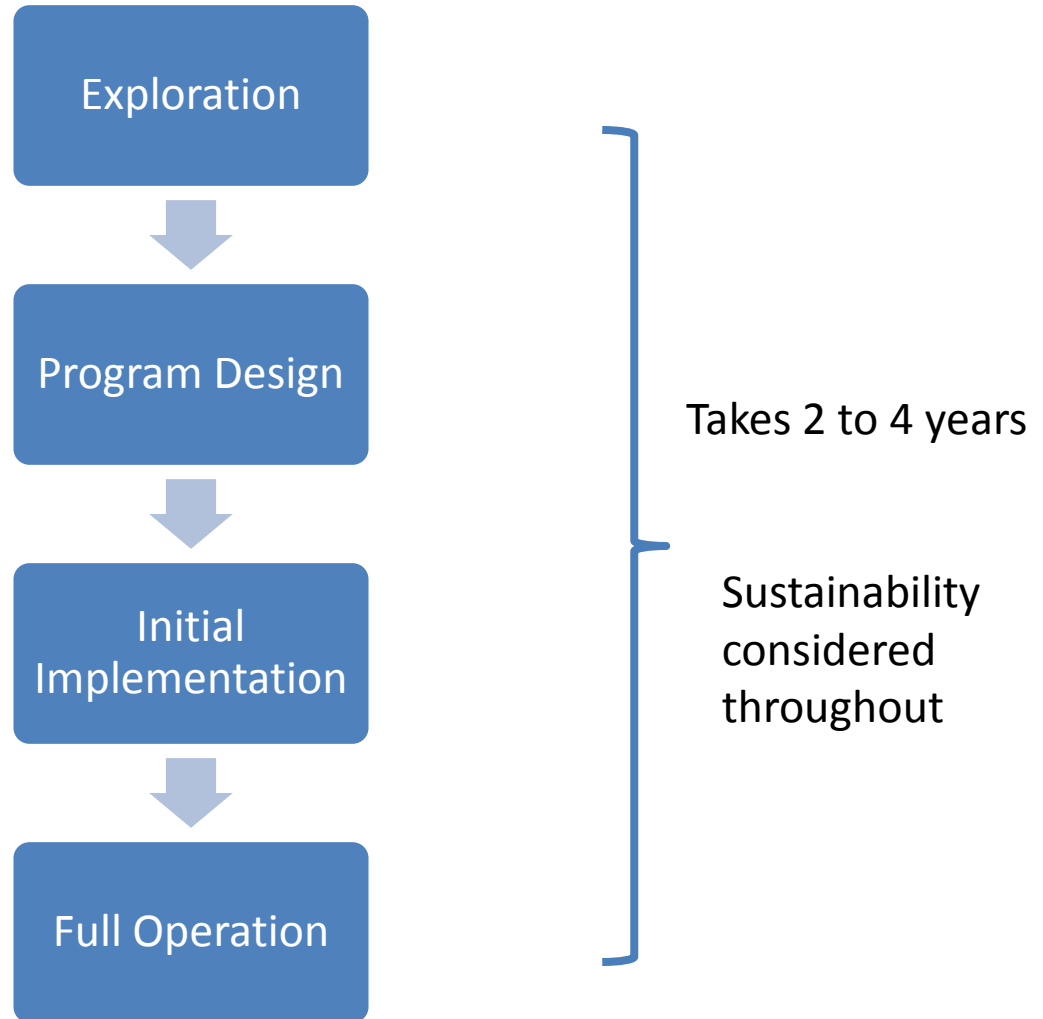
- Five Implementation Centers
- NCIC projects in Northeast
- New Hampshire Project: developing a practice model
- Child welfare field needs implementation capacity

Implementation Centers



What Are the Stages of Implementation?

Implementation:
“specified set of activities designed to put into practice an activity or program of known dimensions.” (NIRN)



What Drives Effective Implementation?



Key Themes: Culture & Context, Readiness, Relationships

Leadership



- **Leadership commitment & executive sponsorship**
- **Adaptive issues: motivation, consensus, communication**
- **Technical issues: time & resources**

Competency



- **New ways of work taught through training & coaching**
- **Selection of staff to be innovators**

Organization



- **New systems supports & organizational processes in place**
- **Data system in place**
- **Cultural issues considered**



What was the NH Experience of Implementation?

Reflections from New Hampshire

What Do Strong Projects Look Like?

- Organization/system recognizes need for change
- Project is a priority for leaders
- There are project champions
- There is a strong voice of both front line & management
- There is active management of project in place
- Staff can describe project beyond “logic model”
- There is a strong, long, and embedded project evaluation

Which drivers are most important to implementation projects at different stages of implementation?

Important Drivers over Phases of Implementation

Exploration	Design/ Installation	Implementation
<ul style="list-style-type: none">• Culture and Climate• Leadership & Executive Sponsorship• Resources • Stakeholder Involvement• Operational Details	<ul style="list-style-type: none">• Culture and Climate• Resources• Stakeholder Involvement • Leadership & Executive Sponsorship• Operational Details• Organizational Structures	<ul style="list-style-type: none">• Culture and Climate• Resources• Staff Competency: Training and Coaching • Leadership & Executive Sponsorship• Operational Details• Frequent Monitoring and Evaluation

Discussion





Closing